
Progress your career with us

Graduate Training Programmes

MCCANN FITZGERALD



About us

McCann FitzGerald offers expert, forward-thinking legal counsel to clients in Ireland and around the world.

Our firm was established in 1965, bringing together smaller predecessor firms with roots dating back to the 1820s. Today, we have over 600 staff based in our offices in Dublin, London, New York and Brussels.

Our deep knowledge spans a range of industry sectors, so we can see around corners and tailor solutions that fit our clients' specific needs. We make their goals our priority, and we are ready to tackle their most complex legal challenges.

Our mission is to make progress, both for our clients and for our people.

Welcome to Riverside One

If you have the confidence and ability to test yourself on legal work of the highest quality, McCann FitzGerald may be the firm for you.

Leaving behind your student days and entering into professional employment can be a daunting experience for anyone, no matter how bright and talented. This is something that we at McCann FitzGerald understand, and have gone to great lengths to address in our trainee and internship programmes.

Our programmes are carefully structured to provide exposure to high-quality work in all areas of the firm's practice, while placing a strong emphasis on the personal and professional development of each individual.

The McCann FitzGerald work environment is highly collegiate, with a culture of teamwork and mutual support. Our core values of leadership, integrity, progress and performance inform everything we do. Our clients know they can rely on us when the stakes are high or when the issues are particularly challenging.

We want to keep it that way. We can only do so by continuing to recruit and nurture the very best graduates as trainees. Top grades are important, but we also want people with character, energy, practicality and flexibility.

I hope this brochure helps you learn more about McCann FitzGerald, our work, our culture and our people.



Barry Devereux

Managing Partner, McCann FitzGerald



Our people

McCann FitzGerald's reputation is built on the quality of our people. Our solicitors are experts and innovators, dedicated to achieving the best possible results for our domestic and international clients. They take on interesting, challenging work, and we make sure that they develop both professionally and personally.

We recruit candidates with strong academic backgrounds, and we value their flexibility, energy and sound judgement. Many of our solicitors have gained qualifications in disciplines other than law or have previously worked in other areas of professional life. This diversity enhances our legal thinking and creates an open-minded environment where our people can thrive.



‘ALL OF OUR PARTNERS ARE TRUE OWNERS OF THE FIRM AND HAVE A SHARED INTEREST IN RECRUITING AND DEVELOPING THE BEST GRADUATES FOR THE FIRM AND OUR CLIENTS’



Our culture

Our culture is based on collaboration, not competition. We believe that mutual support and the pooling of expertise lead to a better working environment for our people and better results for our clients. We have always operated an open door policy, actively encouraging the sharing of knowledge and experience.

Our culture fosters an open and inclusive environment, where everyone is accepted, respected and expected to contribute fully. Most of our partners joined the firm as trainees. They know what it is like to be a trainee and are available, approachable and willing to give guidance and answer any questions that you might have. Together, we live our core values of leadership, integrity, progress and performance. These values are the foundation of our approach to work and are integral to our success as a firm.



Our work

McCann FitzGerald has worked on some of the most complex and significant transactions of our time. We provide the highest quality legal advice to clients in the corporate, financial and business sectors, and we also advise government entities and many state bodies.

The firm is divided into four core groups: Corporate, Finance, Dispute Resolution and Litigation and Real Estate and Construction. We also operate industry sector and specialist practice groups. This allows us to provide advice and representation that is tailored to our clients' specific requirements. We make their goals our priority, so that they can meet their challenges and seize opportunities.



Our Graduate Traineeship Programme

We nurture our trainees to become outstanding solicitors, focused on the delivery of exceptional client service. Our graduate traineeship programme is designed to help you reach your potential and pursue the kind of career that matters to you.



Interesting and challenging work

Trainees are valued members of the team, and you will have the chance to get involved in interesting and challenging work that is crucial to our clients.



One-to-one training with a partner

Each trainee shares an office with a partner, working with them on a one-to-one basis as they gain experience in our core practice groups.



Regular feedback

As a trainee, you will receive regular feedback and performance reviews. Our head of legal professional training will be your mentor throughout your traineeship, answering your questions and offering you continuous support.

What we look for

We aim to attract students with excellent academic records, who have character, energy and sound judgement and who are capable of building relationships with colleagues and clients alike. In return, we will help you to succeed and surround you with people who are the very best at what they do.

Why choose us?

You will thrive in our fast-paced yet supportive environment, where you will be respected and encouraged to contribute. Our programme offers you an incredible opportunity to advance your career in law, while being mentored by some of the most experienced practitioners in the business.



Opportunities abroad

Many of our trainees spend part of their training working in our offices abroad or on secondment with one of our leading domestic or international clients.



Social life

There is a fantastic social dimension to being a trainee with McCann FitzGerald. The social committee organises many events throughout the year, giving you the opportunity to get to know your fellow trainees and build lifelong friendships.



Community involvement

We are passionate about making a positive impact in the communities where we work. Through our *Love Volunteering* programme, our trainees and solicitors share their knowledge, skills and time with a variety of charitable and not-for-profit organisations.

Graduate Traineeship

Your McCann FitzGerald career starts here

Your training starts the first day you walk in the door at Riverside One. We work with you to help you reach your potential, and our dedicated Head of Legal Professional Training will mentor you throughout your traineeship.



Our graduate traineeship programme is designed to expose you to the high quality work we do and help you to develop both professionally and personally. We operate a rotation system, with every trainee spending time in our core practice groups. During every “seat”, you will share an office with a partner and work with them on a one-to-one basis. In addition, you will attend regular lectures and workshops on legal topics, professional skills and legal research techniques.

Trainees thrive in our fast-paced yet supportive environment, where they are valued and encouraged to excel. Many take advantage of the opportunity to spend part of their training working in our offices abroad or on secondment with one of our leading domestic or international clients.

Our commitment to your development doesn't end when you finish your training programme; in fact, it is just the beginning. Our ongoing CPD programme will help you achieve your own ambitions throughout your legal career and ensure that you have the requisite skills to handle even the most complex legal work.

Applications open early September.



Martin Reilly

Trainee

After an Economics, Sociology and Politics degree in NUI Galway, Martin completed the Postgraduate Diploma in Law at DIT Aungier Street.

Internships

I secured an internship at a general practice law firm during one of my summers in Galway. Instantly, I found an attraction to law and the work that it entailed. I went on to do a summer internship in McCann FitzGerald in 2015. Throughout the three weeks, my experience and knowledge both widened and deepened across many of the practice areas. By the end of the programme, my longing to work here had heightened tenfold.

At the cutting edge

The emphasis placed on progression here is a big differentiating factor for me. Be it personally as a trainee and young lawyer, internally in terms of technological advancements or externally in terms of expanding as a law firm and making sure our presence on the global market is next to none, the value placed on progress is always at the forefront in McCann FitzGerald.

Life as a trainee in the firm

My first seat was in the firm's banking department and more specifically within the Capital Markets team. Although the work can be complex, the supportive structure within the team meant it was never overwhelming and opportunities to learn and grasp complex transactions were abundant. Collegiately within the firm is a top priority. Working at McCann FitzGerald doesn't just present an abundance of great work colleagues but many lifelong friends as well.

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Summer Internship Programme

Make decisions about your future career

Our three-week summer internship programme is primarily aimed at penultimate and final year students. It offers you the chance to gain an insight into the daily life of a commercial law firm and to work alongside some of the leading legal minds in the business.



Our summer internship programme will expose you to challenging and interesting legal work and help you make decisions about your future career. Each intern is placed in one of the firm's four core practice groups. Under the supervision of a solicitor and supported by a trainee "buddy", you will work on client projects and transactions.

Highlights of the programme include:

- Spending time in practice
- Classroom-based activities
- Firm lectures and presentations
- Informal networking and social events

At the end of the internship, you will be invited to interview for a place on our graduate traineeship programme.

Applications open early January.



‘YOU NOTICE HOW
WELCOMING PEOPLE ARE
HERE FROM THE VERY
MOMENT YOU WALK IN
THE FRONT DOOR.’



Sorcha Cusack

Trainee

An interest in both languages and law led Sorcha to a Law with French degree at UCD and ultimately a traineeship with McCann FitzGerald.

The path to commercial law

I chose to study Law with French Law in UCD because I was interested in the opportunities that came with having knowledge of two languages and two distinct legal systems. In time, my degree allowed me to spend a year studying in Paris and later it helped me to secure work as a stagiaire in the European Parliament in Brussels. However, it was not until I spent a summer interning in law firms in Dublin that I realised how fascinating the world of corporate law can be.

Collaborative culture

I spent some time working as a project assistant before I started my training contract. This gave me an excellent insight into the reality of the day-to-day work and I saw the “open door policy” in practice. In McCann FitzGerald, it turns out that this phrase is taken quite literally. I always felt that I could approach any member of my team for help. The support of the lawyers in the firm and the emphasis placed on teamwork is unparalleled.

Next generation of leading lawyers

The biggest asset that McCann FitzGerald has is its people. I think it speaks volumes that so many of its senior lawyers and partners started out as trainees here themselves. The training programme is very much geared towards preparing trainees to be the next generation of leading lawyers in the firm. We are also encouraged to get involved in every aspect of life in McCann FitzGerald, be it sport, debating or CSR projects.

Law First

Gain an exclusive insight into McCann FitzGerald

If you are a first or second year student thinking about your future legal career, then Law First may be for you. It provides a unique opportunity to explore commercial law in general, and McCann FitzGerald in particular.



You'll spend a day at our offices in Riverside One, learning about our practice groups, experiencing our culture, and networking with potential colleagues. You will meet with members of our graduate recruitment team, who will give you advice on our firm's application and interview procedures. You'll also take part in a skills session delivered by our learning and development manager.

Law First offers you a snapshot of what a career with McCann FitzGerald can be like, and is a great first step towards securing a place on our summer internship or graduate traineeship programmes.

Applications open early November.



**‘LAW FIRST OFFERS YOU A SNAPSHOT OF WHAT A
CAREER WITH MCCANN FITZGERALD CAN BE LIKE’**

Aaron McCarthy

Trainee

Aaron originally started on the BCL (International) course at UCC but after spending a summer working abroad, decided to switch over to the three year BCL course.

Why law?

One of the main things that attracted me to the profession, and particularly to large corporate law, was the fact that you are so “linked in” with current trends in society and politics. I find it fascinating how the law reflects changing norms in society.

Firm of the future

McCann FitzGerald first arose as a possibility for me when a friend told me they were his undoubted number one choice for a traineeship. I looked more into the firm and immediately got the impression that they were focussed on being a “firm of the future”. This impression was all the more reinforced when I heard the Managing Partner Barry Devereux talk about the new AI system the firm employs in the Legal Technology Solutions Group. I also enjoyed my interview experience and the partners were very amicable. Both of these added to my initial impression of a forward looking firm.

Life as a trainee in the firm

I joined the firm in April 2018 and was based in the firm’s Insolvency and Restructuring Department for my first seat. A lot of the work had an international dimension which called for working with lawyers in a number of different jurisdictions. Being in an office with a partner really gives you invaluable practical knowledge and you glean so much from attending court, attending meetings or listening in on phone calls.



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Trainee Recruitment and Development

Lisa Smyth, Partner

When we recruit trainees, we are actively looking to recruit future partners. We strive to provide our clients with the highest quality legal advice, and we believe that our trainees are the walking assets of our business. They are the future of our firm.

When I joined McCann FitzGerald, I was immediately struck by the emphasis placed on training. It is regarded as critical, both to the success of the firm and to the standard of the work that we produce.

We give our trainees an excellent foundation from which to pursue a career as a solicitor. Each trainee spends time in different practice seats and has the opportunity to develop their broad basic legal knowledge into deeper, more specialist knowledge as they continue on the programme.

It's important to us that our people feel that they are valued and that they have something to contribute, so we invest significantly in each of our team's ongoing professional and personal development. For example, we hold morning lectures every week and we are all strongly encouraged to attend so that we can continue to learn and deepen our skills.

We pursue excellence and continually seek to improve. This leads to openness and the sharing of expertise, ensuring the best results for our clients and for our people.

Applying to McCann FitzGerald

Tips on getting here

A great academic record is important, but we are also interested in learning about who you are as a person.



The application form

- Take your time completing the application form, and read over it several times. Poor spelling or grammar is easy to overlook, but can make a bad first impression.
- Include as much information as possible. Our partners want to get a real sense of who you are and what interests you.
- Ask someone to look over your form before you press send. A fresh pair of eyes may spot something you've missed.
- Print a copy of your completed form and familiarise yourself with what you have written. Your answers may be discussed at the interview stage.

Preparing for the interview

- Do your homework and be prepared to show that you are informed about our industry, our firm and the role.
- Know your own skills and strengths and be ready to talk about them.
- Keep up to date with current affairs.
- Remember, we want to get to know you and find out why you want to work in commercial law and with McCann FitzGerald. We are genuinely interested in what you have to say, and we want you to succeed.



How to Apply

To apply for any of our programmes, please complete the application form on our graduate recruitment website. Go to mccannfitzgerald.com/careers/graduates, where you'll also find further information on the firm and key diary dates.

Alternatively, email graduates@mccannfitzgerald.com or call our graduate recruitment team on +353 1 511 1612.

mccannfitzgerald.com

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